



Hawthorn Board of Directors Meeting
Monday, February 12, 2019 5:00 p.m.
1901 N. Kingshighway Blvd., St. Louis, MO 63113

***Our Mission Statement:** Hawthorn Leadership School for Girls provides a safe, nurturing and stimulating environment that enables young women from diverse backgrounds to achieve academic success in a college preparatory program and to become leaders in their communities and professions.*

Board Members Present: Kathryn Love (Chair), Jason Hall, Jessica Portis, Sara Goellner, Rachana Creeth, Nikki Doughty, John Ross, Mary Stillman
By phone: Edes Gilbert, Angell Farley

Board Members Excused: Chris Motley, Tim Rowbottom, Arvetta Powell

School Staff: Dr. Sheri Miller, Meghan Bliss, Raquel Evans, Michelle Cooley, Cauterra Matthews, Evan Rudell, Wayne Simmons, Jasmine Berger

Guests: Lori Sommers, Kristie Skor, Evan Rudall

The meeting was called to order at 5:05 PM.

Motion to approve the attached consent agenda was seconded and followed by a unanimous approval.

Ms. Love reported that state test scores were released Feb. 1. She also shared a brief summary of the Missouri Charter Public Schools Association's legislative initiative for this year which focuses on funding equity. Ms. Love congratulated school administrators on hosting a very successful YWLN Affiliate Convening February 7 - 9; approximately 60 people from our affiliate schools gathered in St. Louis and the visit to Hawthorn was a highlight for the group.

Evan Rudall, who has contracted with the Opportunity Trust to work with Hawthorn on strategic planning, introduced himself. Mr. Rudall briefly reviewed his professional background and his founding of the consulting and strategic planning company Attuned.

Mr. Rudall and Dr. Miller described the process they have gone through during the strategic planning work. This included an onsite team performing a school review, collecting survey data, and interviewing stakeholders. Rudall and Miller then took the board through the elements of the proposed strategic plan, laying out the priorities and timelines. An overarching question involves "graduate aims" -- what do we want a Hawthorn graduate to come out of the school knowing? STEM, leadership, sisterhood, literacy and communication, strong critical thinking, and a set of core values. A key lever in achieving our strategic goals is building teacher

and leader capacity. A discussion followed that included the importance of faculty recruitment, how we deploy financial resources, and strategic partnerships.

Mr. Rudall and Dr. Miller highlighted the important role of the Board in measuring progress toward the agreed upon strategic priorities. The timeline for instituting the plan in its entirety is 3 - 5 years, recognizing the amount of work that is required to fulfill all of the initiatives, but work is already underway. The board discussed that the strategic plan that was presented will be reviewed and finalized by the board in the coming months.

Mr. Hall reported that the Governance Committee will have a slate of officer and director candidates to present to the Board in the spring.

Ms. Portis summarized the monthly and YTD financials, highlighting the fact that under-enrollment continues to create a stress on the revenue side. Expenses are in line with budget other than the added expense of on-site consultants; however, consultant costs are reflected in savings in the salaries and benefits line.

The meeting adjourned at 7:10 PM.